

Office memorandum

Sub: Clarification on extension of BSNLMRS facility to invalid Pensioners.

Clarification has been sought from All India Central Government Pensioners' Cm , Association regarding extension medical facility to invalid pensioners. In the cases of **employees** retired from BSNL due to invalidation, provisions of CS (MA) Rules shall be followed for extending BSNLMRS.

Copy of Letter No. F-7-22/2007-VM-II(PL) dated 20th July, 2009 from Shri. Sat Paul, Chief Vigilance Officer, Bharat Sanchar Nigam Ltd., O/o. Chief Vigilance Officer, BSNL Corporate Office, Statesman Building, B-148, **Barakhamba** Road, New Delhi - 1 to All Chief General Manager, Telecom Circle / Unit

Subject : Empanelment of Retired Officers as I.O.

Reference : BSNL, WS&I letter No. 10-2/2007 - WS&I/O&M (Vol II) (Pt) dated 12-5-2009

As you are aware that still a large number of inquiries are pending for want of submission of timely **IO's** report, in order to expedite the future inquiries. Your kind attention is drawn to the above mentioned letter wherein 2nd amendment to BSNL CDA Rules, 2006 was issued. As per new amended Rule 36(2) "Whenever the disciplinary authority **is** of the opinion that there are grounds for inquiring into the truth of any imputation of **misconduct** or **misbehaviour** against an employee, it may itself inquire into, or appoint any public servant, or appoint any retired **employee** of DoT/BSNL (herein after called the Inquiring Officer) in consultation with the Chief Vigilance Officer to inquire into the truth thereof".

Therefore it is requested that a panel of retired officer who are willing and have unblemished career record may be prepared at circle & SSA level so that whenever required the inquiries may be assigned to them. The work of empanelment of your circle / unit may be completed by 31st August, 2009 and proposed empanelment may please be furnished to this office.

Sd/-
(Sat Paul)
Chief Vigilance Officer)

Retirement Benefits As Agreed In Wage Agreement

Pension :

The Dot/DTS/DTO employees absorbed in BSNL are eligible for pension from Central Govt. as per provision under Rule 37-A of CCS (Pension) Rule 1972. the BSNL recruited / regularised employees are governed by provisions of Employees Provident Funds and **Miscellaneous** Provisions Act 1952.

The issues of revision of IDA pension in respect of employees absorbed in BSNL and retired before 1-1-2007 and Pension anomaly in respect of BSNL absorbed employees retired prior to 31-7-2001 already stand referred to DoT and may be further pursued by BSNL.

Gratuity : Payment of Gratuity will be regulated-

As per orders of Central Government / DoT for Central employees, in case of Central Govt. employees absorbed in BSNL

As per provision under Gratuity Act 1972, in case of BSNL recruited employees.

Latest Information about 50% Merger of BSNL

It has been learnt from reliable sources that an internal note regarding the Proposal for IDA Pension Revision for **pre-** 2007 retirees of BSNL is being circulated among the Members of Telecom Commission for getting the same discussed and approved by the full Telecom Commission.

After the internal approval of Telecom Commission the case shall be processed and sent to DPE/DOP/Dep'tt. of Expenditure for their comments / concurrence / approval etc.

After receiving all the inputs from DPE / DOP / Dep'tt of Expenditure. DoT intends to move a **Covet** Note for approval of the proposal by the Union Cabinet.

It may be advisable to move this case through Parliament **Question** during the current session of the parliament if possible.

Rakesh Srivastava, Ex-ADG, BSNL., Co.

GOOD NEWS ! WAGE REVISION APPROVED BY BSNL BOARD

BSNL Board has approved the Wage Revision for non-executives in the meeting held on 10th March, 2010. Now it will be sent to DoT for its approval.

AIBDPA Leaders meet Member (Finance), DoT at Chennai.

Com. C.K. Narasimhan, Convenor, All India BSNL-DoT Pensioners' Association, Tamil Nadu Circle met Smt. Vijaya Lakshmi Gupta, Member (Finance), DoT camp at Chennai and discussed the following issues.

1) 50% IDA merger to BSNL pre-2007 retirees

Member (F) stated that a note has been sent to DoP&T and the reply is awaited, after which the issue will be processed. She agreed that there is full justification for 50% IDA merger

2) Anomaly in fixation of pension to DoT employees absorbed in BSNL, who retired between 01-10-2000 and 31-07-2001 is also discussed.

Member told that the issue has been sent to Department of Expenditure and reply is awaited. Member (Finance) agreed to send a reminder to the Department of Expenditure.

3) Delay in payment of IDA

A delay in payment of IDA is pointed out. Association suggested that IDA orders for pensioners may kindly be endorsed by DoT without delay as soon as the DPE issue orders on the subject. It can be placed on DoT website. If DoT authorizes the website orders as an authentic one, it is easy for the banks and post offices to draw the IDA. This suggestion has been agreed and Member (Finance) told that she will look into the case positively.

The meeting was cordial and very positive. Association expressed thanked to Member (Finance) for granting the meeting.

2.1 This settlement will be applicable to Non-Executive who were on the rolls of BSNL as on 1.1.2007 including those Non-Executive who are presently drawing executive pay scales due to grant of ACP. It will also be applicable to Non-Executive who have subsequently joined the Company. The Non-Executive drawing Executive pay scales on ad-hoc/officiating basis, according to post based promotion, will be eligible for perks and allowances as per the rates given to Executives for the period of such ad-hoc / officiating arrangement.

2.2. Wages under this settlement shall be effective from 1st January 2007. The Staff Side had demanded five-years periodicity of Wage Revision whereas the Management Side offered periodicity of ten-years. After detailed discussion, it was finally agreed that duration of wage revision of Non-Executives will be co-terminus with that of Executive employees of BSNL.

3. Wage Structure

3.1. Scales of Pay for Non-Executives

Sl No.	Grade	Existing IDA Pay Scale (Rs.)	Recommended Pay Scale (Rs.)
1	NE 1	4000-120-5800	7760-13320
2	NE 2	4060-125-5935	7840-14700
3	NE 3	4100-125-5975	7900-14880
4	NE 4	4250-130-6200	8150-15340
5	NE 5	4550-140-6650	8700-16840
6	NE 6	4720-150-6970	9020-17430
7	NE 7	5700-160-8100	10900-20400
8	NE 8	6550-185-9325	12520-23440
9	NE 9	7100-200-10100	13600-25420
10	NE 10	7800-225-11175	14900-27850
11	NE 11	8570-245-12245	16370-30630

3.2. Revised pay scales, corresponding to pre-revised pay scales Rs. 9200-250-13200 & Rs. 9850-250-14600 for Non-Executives proposed under Non-Executive Promotion Policy, will be notified after approval by DoT.

3.3. Industrial Dearness Allowance (IDA)

100% DA neutralisation will be adopted for all the Non-Executives, who are on IDA pattern of scales of pay w.e.f. 01-01.2007 as done in case of Executives of BSNL. Thus, DA as on 01.01.2007 will become zero with link point of All India Consumer Price Index (AICPI) 2001=100 which is 126.33 as on 01.01.2007. The periodical adjustment will be once in three months as per the existing practice for these categories. The quarterly DA from 01.01.2007 will be as per new DA scheme. The IDA payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE from time to time.

3.4. Fitment Method:

3.4.1. Employees who were in the pre-revised Non-Executive pay scales before 1.1.07 will be placed in the corresponding revised Non-Executive pay scales as per the fitment formula given in para 3.4.3.

3.4.2. Employees joining BSNL on or after 1.1.2007 will be placed at the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale(s) on the date of joining BSNL (i.e. Basic Pay+DP+DA applicable on the date of joining exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal Pay and it will be absorbed in future increments.

3.4.3. Fitment in the revised scale shall be made applicable as per following formula

a) Basic Pay in the Pre Revised pay scale as on 1.1.2007

Plus

b) IDA neutralisation @ 68.8% on Basic Pay

Plus

c) Fitment benefit @ 30% on (Basic Pay +IDA (68.8%))

d) The amount so arrived at, rounded off to the next multiple of 10 rupees, shall be the Basic Pay in the revised pay scale

3.5. Annual Increment / Stagnation Increment / Pay Fixation on Promotion

3.5.1. Annual Increment will be at the rate of 3% of the revised basic pay and will be rounded off to the next 10 rupees.

3.5.2. Stagnation increment will be @ 3% of the revised basic pay and the Non-Executive will be allowed to draw maximum 3 stagnation increments, one increment after every two years upon reaching the maximum of the revised pay scales.

3.5.3. On promotion, one notional increment equal to 3% of the existing basic pay rounded off to the next multiple of Rs. 10/- would be granted and pay fixed in the promoted scale.

3.5.4. The annual increment which falls on 1.1.2007 will be granted in the revised pay scale on 1.1.2007

3.5.5. The extra increment granted to those non-Executive who were unable to get BCR 10% promotion one year prior to their retirement, in terms of BSNL CO Order No. 27.8.2003-TE-II(i) dt. 18.11.2003, before 1.1.2007, shall be added to the pre-revised basic pay for calculating the revised pay. In case this extra increment falls on or after 1.1.2007, then this increment will be granted in the revised pay scale @ 3% of the revised basic pay.

3.5.6. The Non-Executive can opt for the revision of pay on 1.1.2007, or from the date of promotion after 1.1.2007, or from the date of next increment in the existing scale.

3.5.7. Where Non-Executives drawing pay at two or more consecutive stages in the existing pay scales get bunched, then, for every two stages so bunched, benefit of one increment will be given.

3.6. House Rent Allowance:

The House Rent allowance to the Non-Executive employees of BSNL, will be at the following rates and will be payable on revised pay w.e.f. 27th February, 2009:-

Cities of Population of Basic Pay	Rate of HRA
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50 Lakhs & above	30%
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5 to 50 Lakhs	20%
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Less than 5 Lakhs	10%
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The issue of applicability of classification of cities for HRA to BSNL employees based on the orders for the Central Govt. Employees stands referred to DoT. The final decision on this issue will be applicable to all employees of BSNL.

3.7. City Compensatory Allowance (CCA): CCA stands dispensed w.e.f. 27.2.2009

4. Perks & Allowances (Not reproduced)

6. Retirement Benefits

6.1. Pension

6.1.1. The DoT/DTS/DTO employees absorbed in BSNL are eligible for pension from Central Govt. as per provisions under Rule 37-A of CCS (Pension) Rule 1972. The BSNL recruited/ regularised employees are governed by provisions of Employees Provident Funds and Miscellaneous Provisions Act 1952.

6.1.2. The issues of revision of IDA Pension in respect of employees absorbed in BSNL and retired before 1.1.2007 and Pension anomaly in respect of BSNL absorbed employees retired prior to 31.7.2001 already stand referred to DoT and may be further pursued by BSNL

6.2. Gratuity

Payment of Gratuity will be regulated as per orders of Central Government/DoT for Central Government/in case of Central Government employees absorbed in BSNL * As per provisions under Gratuity Act 1972, in case of BSNL recruited employees.

-Courtesy : Pensioners' Champion

Latest information about BSNL.

In the meeting The Secretary DOT stated the following.

Revision of Pension of BSNL Retirees. On this issue a cabinet note will be prepared, circulated to other ministries and sent to the cabinet. The entire process will be completed within four months.

Copy of Letter No. F. No. 318-12/2008-Pen (T) dated 21st July 2009 from Govt. of India , Ministry of Communications & I.T. Department of Telecommunications, Sanchar Bhawan, 20, Ashoka Road, New Delhi - 110 001 to The Chairman & Managing Director, Bharat Sanchar Nigam Limited, BSNL Corporate Office, Janapath, New Delhi - 110 001.

Subject : Retirement Benefits in respect of Govt. service to pension Dismissed / Removed after their Absorption in BSNL.

With reference to Para 3 of your D.O. letter No. 40-18/2008-Pen (B) dated 20-4-2009 on the subject above, the following

[DR for Central Govt. 8% &
for BSNL 6.5% announced]

clarification is given hereby with the approval of the competent authority :-

"As per sub-rule 24(C) of Rule 31-A of CCS (Pension) Rules 1972, the absorbed employees of BSNL are entitled to retirement benefits for service rendered under the Govt. even if they are dismissed / Removed from the service after their **absorption** in BSNL for service in BSNL any misconduct during service in BSNL. The retired benefits in such cases shall be **admissible** from the day following the date of dismissal / removal from BSNL.

This issue with the **concurrence** of Finance Branch DoT

Sd/-
(R.S. Rawat)

Under Secretary (STP)